

Present: Rozalia Skowron, David Berrian, Adam Aba-Husain, Mei Lin Tangalin, Dwight Mizoguchi, Mary Shaw, Julie Nelson, Laura Bloice, Freddie Moore, Brenda Sevilla, Liezl Tomas Rebugio, Monica Anderson, Kathleen Groshong, Carole Bourree, Beverly Wong

Agenda: 1) Debrief HSD Anti-Racism Training Session 4 and Next Steps (Julie and Training Team), 2) Community Organizing (Beverly), 3) Project Proposal (David)

HSD Anti-Racism Training Session 4

Debrief – Session 4 of the HSD Anti-Racism Training was an all-staff meeting where we debriefed the 3-part training series in small groups and then brainstormed next steps for HSD.

- People were excited to talk in small groups, now concern is accountability.
- People saw the HSD leadership team and Patricia, which gave power to the work.
- Atmosphere was friendly by the end.
- Comments after the linking-arms exercise were moving.
- Hopefully there will be genuine change and ideas provided don't get dropped. This is a waste of time if nothing materializes.
- The experience is different for those who live with racism daily.
- Many people of color have left HSD instead of moving up ranks. Not everyone has been given same opportunities.
- Want to see results, not just acknowledging problem.
- Need to pass on language and accountability to Mayor.
- HSD will be creating a more systemic, big-picture workplan.

Next Steps

- Ideally there would be continuity of facilitators and change team leaders, but some cannot continue.
- Facilitators will debrief and change team will look at the next steps that were identified during Session 4 to structure the next session on April 19.
- Want to update Race and Social Justice workplan based on March 7.
- Hiring process is a big issue requiring personal and institutional change in Human Resources.

Community Organizing

- What can HSD UIR do to support community organizing outside HSD?
- Technically the Mayor is the one to sanction our anti-racism activities, but our job is to be accountable to the community.
- The Race and Social Justice plan is a way to get accountability sanctioned.
- Look at political landscape and decide what's real work, pseudo-work, political work.